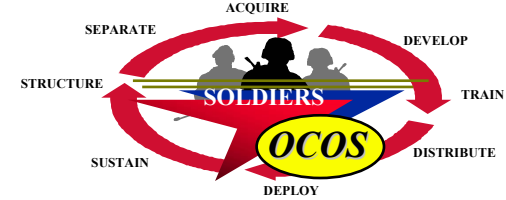# Information Briefing

Office

Chief Of Signal

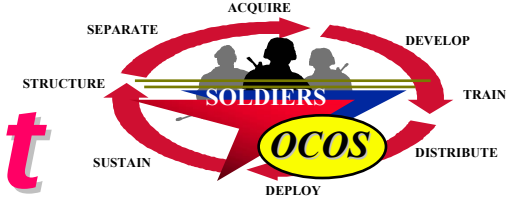**FORT GORDON, GEORGIA**
Home of the Signal Regiment

Agenda

- **Signal Personnel Proponent**

- **Company Grade OES Changes on the Horizon**

- **OPMS III Career Fields**

- **Functional Area Designation & Constructive Credit**

Personnel Proponent

The personnel proponent is the commander or chief of an organization or agency assigned primary responsibility for providing recommendations relating to personnel management matters to the Deputy Chief of Staff for Personnel (DCSPER) (military) or the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA (M&RA) (civilian). These responsibilities include career field development and/or changes to personnel management policies in specific occupational career fields.
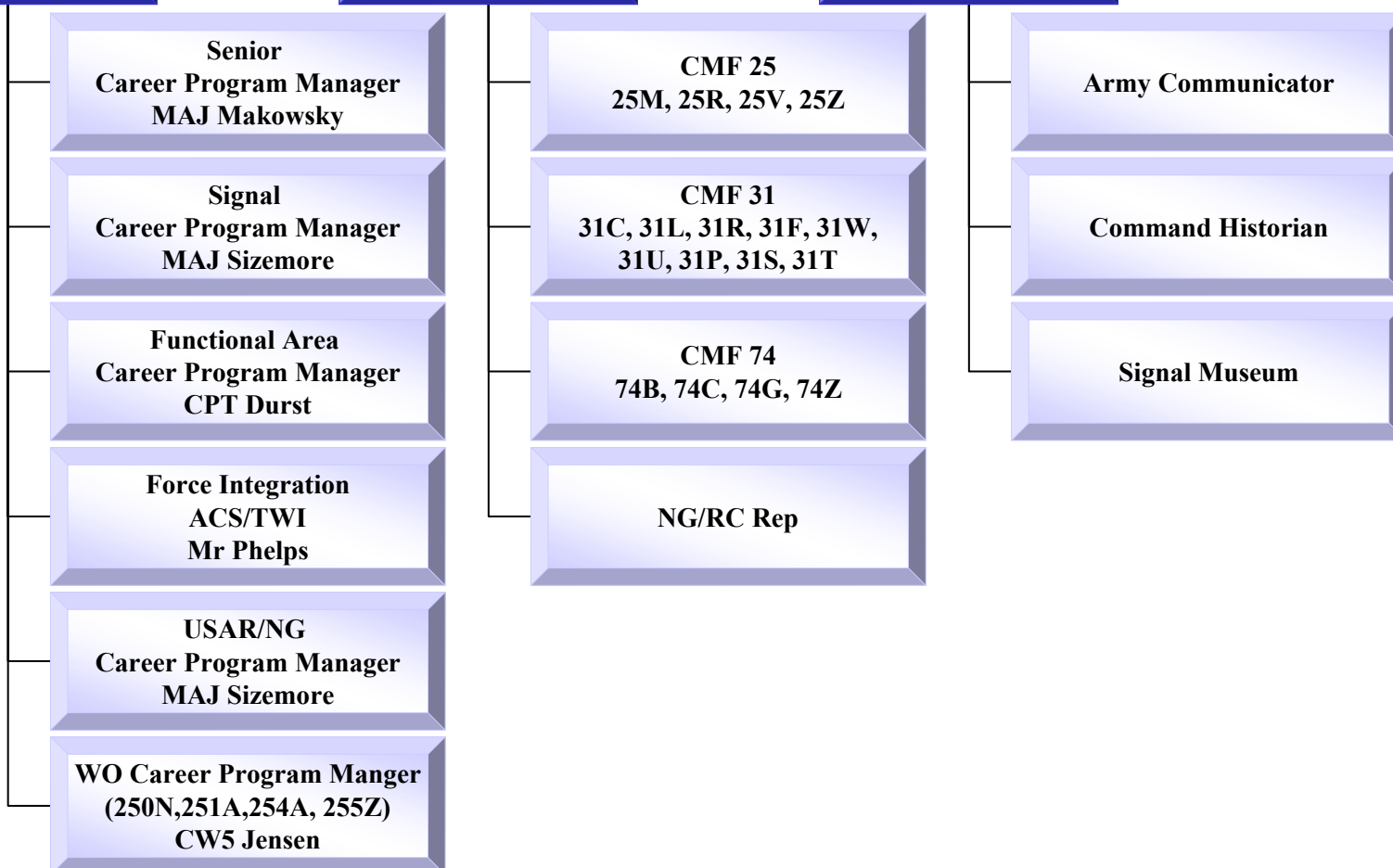
Proponent Organization
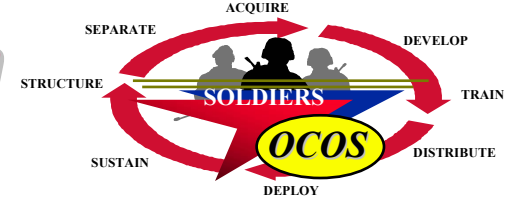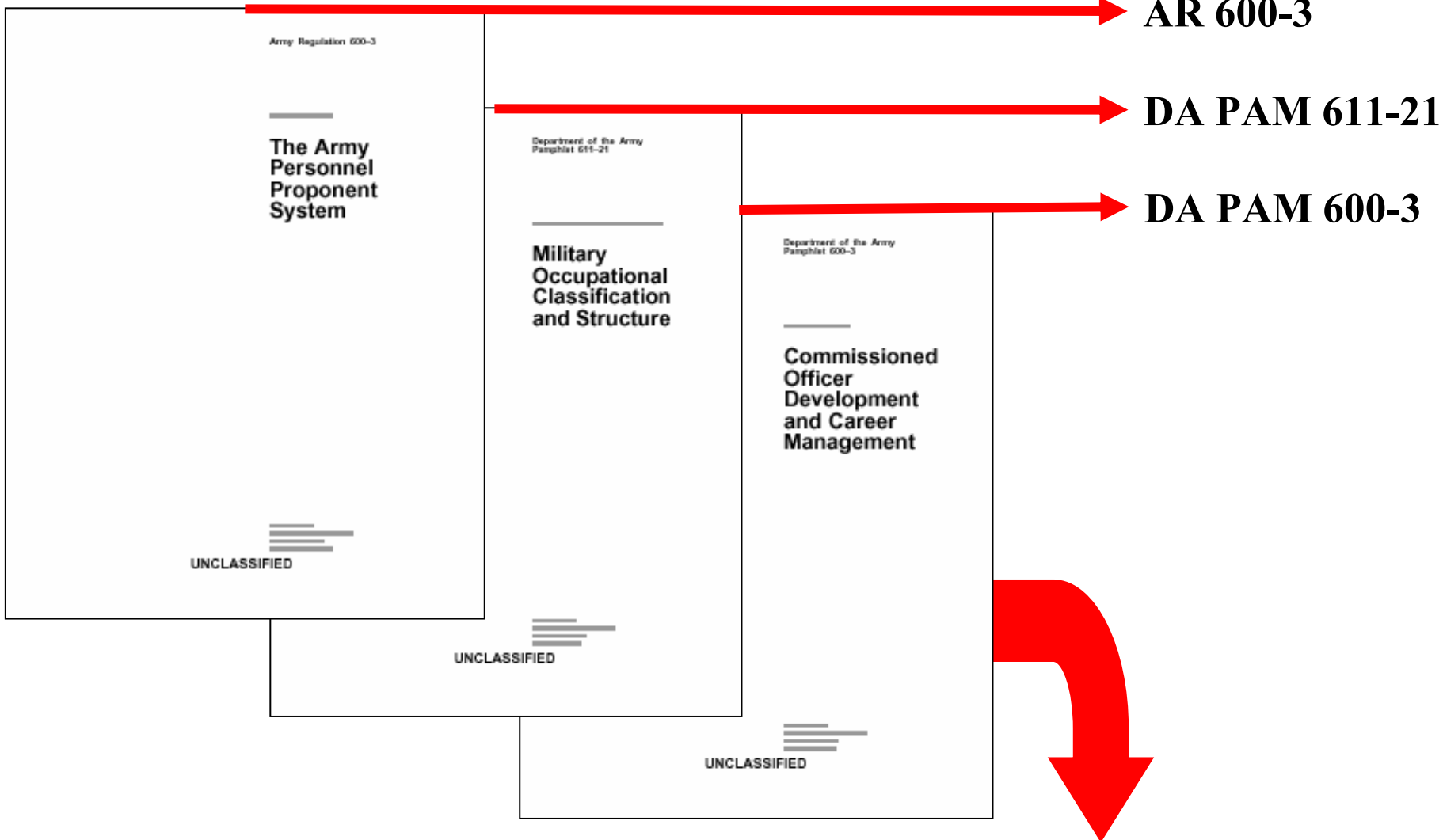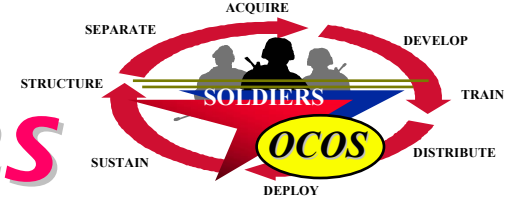
Director
Mr Zimmerman

Officer Division
Mr Sines

Enlisted Division
SGM Hyatt

Regimental Division
Ms Wood

Officer Division

Senior
Career Program Manager
MAJ Makowsky

Signal
Career Program Manager
MAJ Sizemore

Functional Area
Career Program Manager
CPT Durst

Force Integration
ACS/TWI
Mr Phelps

USAR/NG
Career Program Manager
MAJ Sizemore

WO Career Program Manger
(250N,251A,254A, 255Z)
CW5 Jensen

Enlisted Division

CMF 25
25M, 25R, 25V, 25Z

CMF 31
31C, 31L, 31R, 31F, 31W,
31U, 31P, 31S, 31T

CMF 74
74B, 74C, 74G, 74Z

NG/RC Rep

Regimental Division

Army Communicator

Command Historian

Signal Museum

Personnel References

AR 600-3

DA PAM 611-21

DA PAM 600-3

Army Regulation 600-3

The Army Personnel Proponent System

UNCLASSIFIED

Department of the Army Pamphlet 611-21

Military Occupational Classification and Structure

UNCLASSIFIED

Department of the Army Pamphlet 600-3

Commissioned Officer Development and Career Management

UNCLASSIFIED

http://www.usapa.army.mil/pdffiles/p600_3.pdf

ACQUIRE
SEPARATE
DEVELOP
STRUCTURE
SOLDIERS
TRAIN
OCOS
SUSTAIN
DISTRIBUTE
DEPLOY

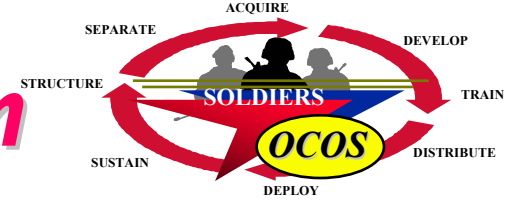# *Officer Education System Transformation*

BR. 25

Branch 25

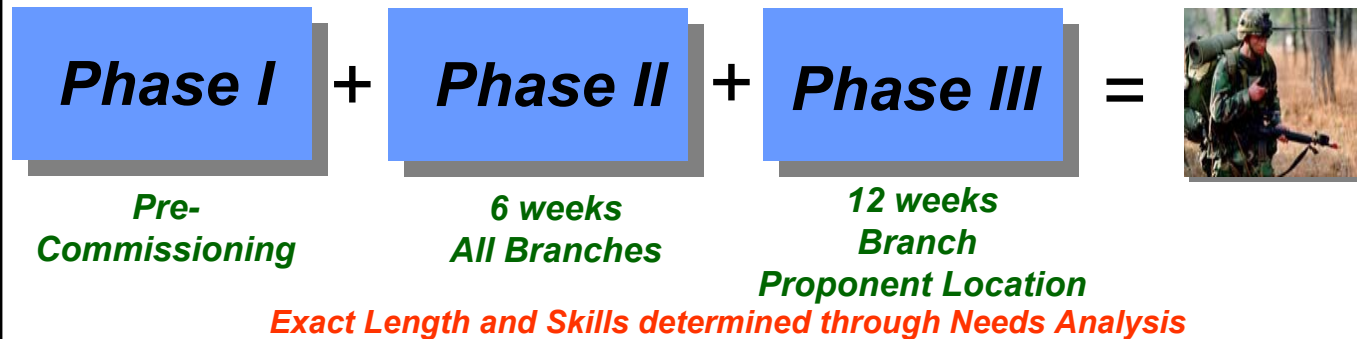# *Officer Education System Transformation*

LT OES

- **Basic Officer Leader Course (BOLC)**
  - ✓ **Phase I - Precommissioning**
  - ✓ **Phase II – Fort Benning, GA (+)**
  - ✓ **Phase III – Branch School**

CPT OES

- **Combined Arms Battle Command Course (CABCC)**
- **Combined Arms Leaders Course (CALC)**

ACQUIRE
SEPARATE   DEVELOP
STRUCTURE   TRAIN
SOLDIERS
OCOS
SUSTAIN   DISTRIBUTE
DEPLOY

Basic Officer Leader Course (BOLC)

Phase I + **Phase II** + **Phase III** =

Pre-Commissioning

6 weeks All Branches

12 weeks Branch Proponent Location

Exact Length and Skills determined through Needs Analysis

## Basic Officer Leader Course Phase II

Phase II Purpose:

To develop leaders with a common warfighting focus & warrior ethos and meet 2LT expectations.

Principles:

- ✓ **Establish a leadership laboratory and increase initial entry standards**
- ✓ **Increase self-awareness and self-confidence**
- ✓ **Provide common Army standard for small unit leadership and officership.**
- ✓ **Foster bonding, rapid team building, cohesion, and trust in combined arms cohorts**
- ✓ **Focus on experiential leadership in a combined arms environment**
- ✓ **Combined arms cadre (CPT Platoon Trainer w/4 NCOs) provides continuous feedback on leadership performance**
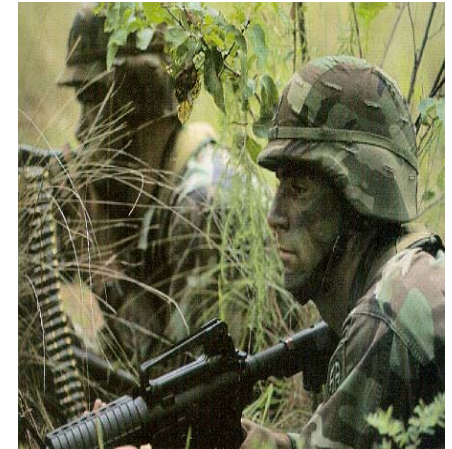
SEPARATE
ACQUIRE
DEVELOP
STRUCTURE
SOLDIERS
TRAIN
SUSTAIN
OCOS
DISTRIBUTE
DEPLOY
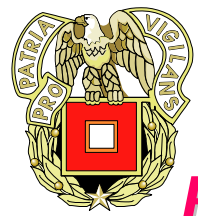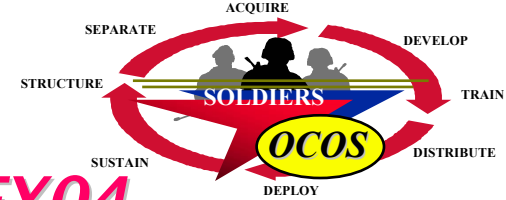
- *35 Day POI*
  - *Common Core Tasks*
  - *Technical & Tactical Tasks*
  - *22 Field days/16 overnight*
- *76% Field time*
- *36 Sessions Physical Activities*
  - *2 APFTs; 19 Days of PT*
  - *5 Days of Foot Marches*
  - *10 Days Other (Confidence Course, Bayonet Assault, etc.)*

Basic Officer Leader Course Phase III

Phase III Purpose

To provide 2LTs with training on platoon level, branch specific tactical and technical skills.

Branch Technical and Tactical Training
Technical Phase
Branch Specific Platoon Leader Technical Skills

Tactical Phase

Field Environment 3 weeks--24/7

Hands-on performance oriented training

Functional Training

| Maneuver	Maneuver Support	Maneuver Sustainment
✓ Pathfinder	✓ COMSEC Custodian	✓ Petroleum Officer
✓ Ranger	✓ SIGINT	✓ Food Service
✓ Airborne	✓ HUMINT	✓ Unit Movement Officer

BOLC Endstate

2LTs who have a common bond with their combined arms peers, are tactically and technically proficient small unit leaders ready to assume leadership positions in their units.

OC

BOLC PHASE III COURSES
Fort Gordon, GA
Pilot Mar 2002, Full Implementation FY 03/04
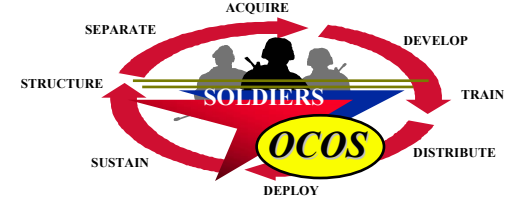
- *Automation* 160 Hours
- *Common Core* 42 Hours
- *Signal Staff Officer* 66 Hours
- *Signal Bn Plt Ldr* 160 Hours
- *MSE FTX/S-6 Track* 152 Hours
- *TOTAL TIME = 12 Weeks and 4 Days*

Officer Education System Transformation

ACQUIRE
SEPARATE · DEVELOP
STRUCTURE · SOLDIERS · TRAIN
OCOS
SUSTAIN · DISTRIBUTE
DEPLOY

LT OES

- **Basic Officer Leader Course (BOLC)**
  - ✓ **Phase I - Precommissioning**
  - ✓ **Phase II – Fort Benning, GA (+)**
  - ✓ **Phase III – Branch School**
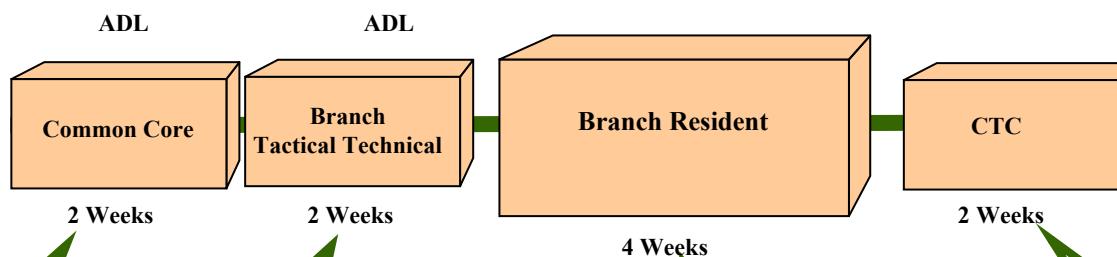
CPT OES

- **Combined Arms Battle Command Course (CABCC)**
- **Combined Arms Leaders Course (CALC)**

Combined Arms Battle Command Course (CABCC)

Replaces SCCC

ADL — ADL

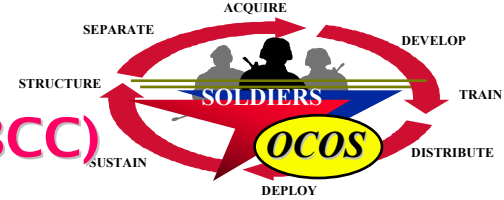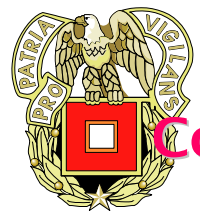| Common Core	Branch Tactical Technical	Branch Resident	CTC
2 Weeks	2 Weeks	4 Weeks	2 Weeks

Common Core
- Command and Leadership
- Command Common core
- Training Management
- Battle Command Knowledge
- IPB
- COA development
- BN/BDE Operations
- Intro to Joint & Combined Ops
- Supply & Maintenance

Branch Tactical Technical
- Branch Command Preparation
- Operational Focus
- School/Center Specific Training
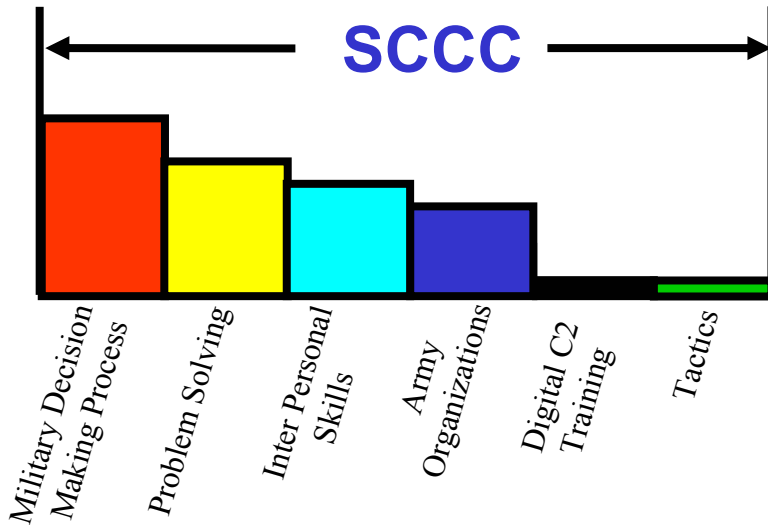- History
- TTPs

Branch Resident
- Experiential; hands on field training
- Unit operations; war fighting focus
- Training management; TTPs
- Application of Combined Arms

CTC
- Develop skills as a master trainer
- Organize, plan, and prepare unit training
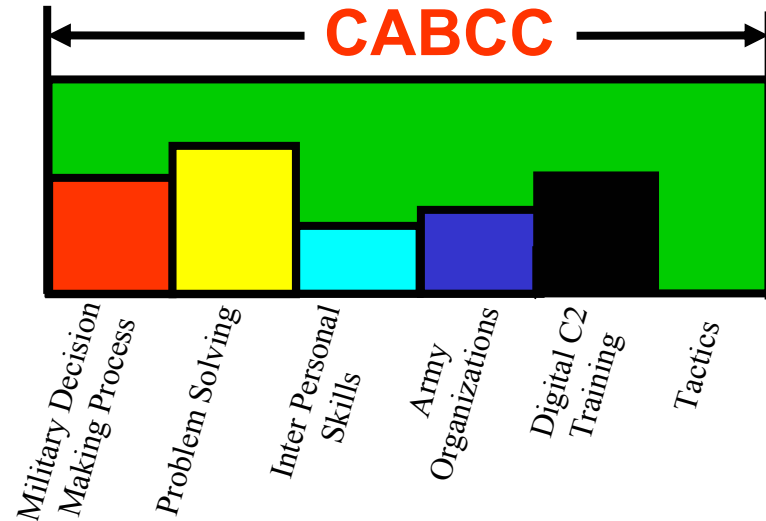- Assess training / AAR methodology
- Learn OC methodologies

SEPARATE
ACQUIRE
DEVELOP
STRUCTURE
SOLDIERS
TRAIN
SUSTAIN
OCOS
DISTRIBUTE
DEPLOY

Now . . . .

SCCC

Military Decision Making Process
Problem Solving
Inter Personal Skills
Army Organizations
Digital C2 Training
Tactics

. . . . . in the Future

CABCC

Military Decision Making Process
Problem Solving
Inter Personal Skills
Army Organizations
Digital C2 Training
Tactics

FOCUS:
- **Mastering of branch competencies and preparation for command**
- **Military Decision Making Process**
- **Leadership**
- **Small Group Instruction**
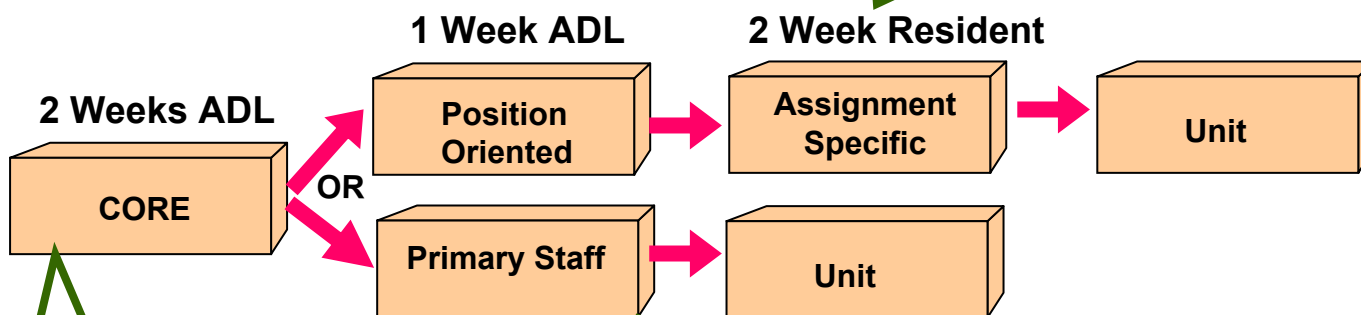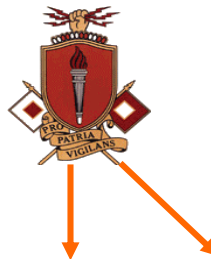- **In resident (PCS)**

FOCUS:
- **Master battle command competencies with focus on leadership**
- **Hands-on, performance oriented**
- **Multi-echelon, shared training**
- **Multiple iterations of live, constructive and virtual combined arms exercises**
- **Full Spectrum Operations**
- **In resident (TDY & Return/Enroute)**

OCOS

Combined Arms Staff Course (CASC)

Replaces CAS3

Resident CASC - Phase III
Focus: Technical Staff Duties/ Responsibilities
- **Developed by Branch/Schools**
- **Practical Application and Execution**
- **Performance Oriented**

1 Week ADL

2 Week Resident

2 Weeks ADL

CORE

OR

| Position Oriented | → | Assignment Specific | → | Unit |

| Primary Staff | → | Unit |

Common Core CASC - Phase I
Focus: Common staff skills
- **Developed by CAS3**
- **Web-based delivery**
- **Asynchronous learning**
- **Leverages existing ADL courseware**
- **All CPTs complete prior to resident CASC attendance**
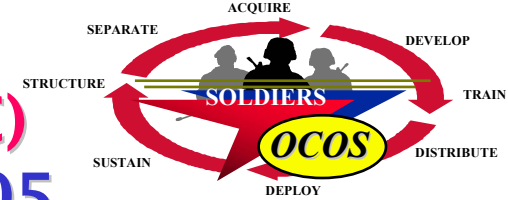
Staff Functional Modules CASC - Phase II
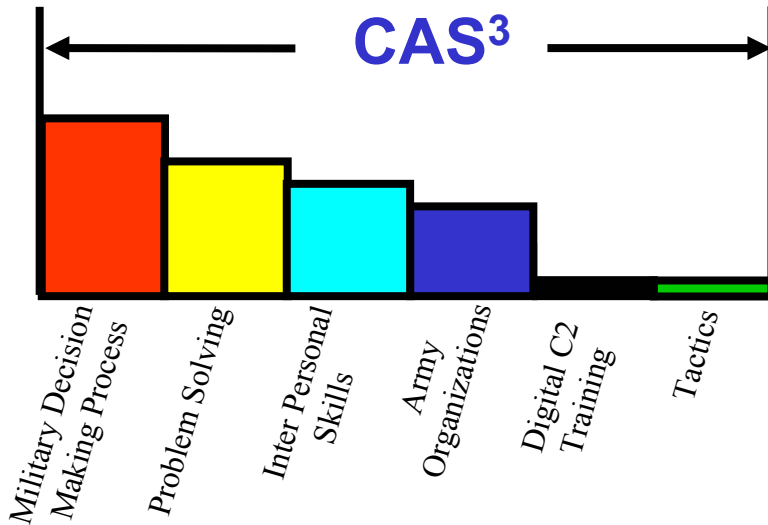**Focus: Primary/Select Special Staff Officer Skills**
- **Developed by proponents/schools/centers**
- **Web-based delivery**
- **Asynchronous learning**
- **Leverage existing correspondence courseware**
- **CPTs must complete prior to staff assignment**

CAS³ Progression to
Combined Arms Staff Course (CASC)
Pilot FY 05, Full Implementation FY 05

Now . . . .

CAS³

Military Decision Making Process | Problem Solving | Inter Personal Skills | Army Organizations | Digital C2 Training | Tactics
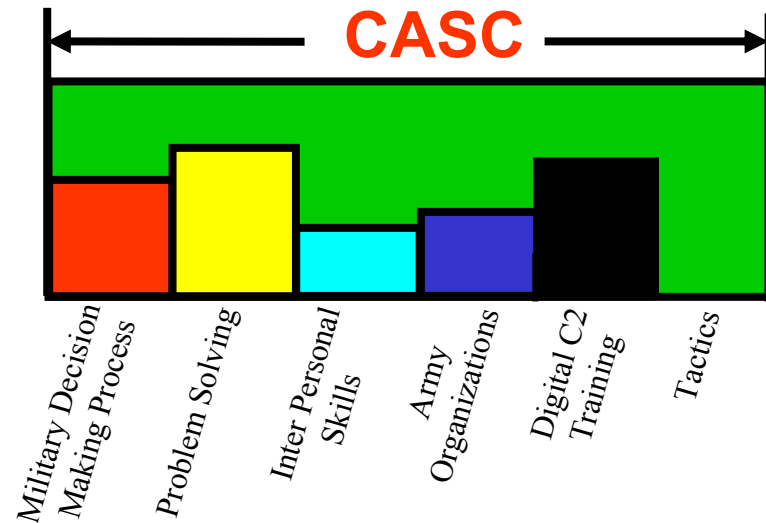
FOCUS:
- Staff Techniques and Procedures
- Emphasis on Planning
- Training, Mobilization and Deployment
- Military Decision Making Process
- Leadership / Interpersonal Skills
- Resident

. . . . . in the Future

CASC

Military Decision Making Process | Problem Solving | Inter Personal Skills | Army Organizations | Digital C2 Training | Tactics
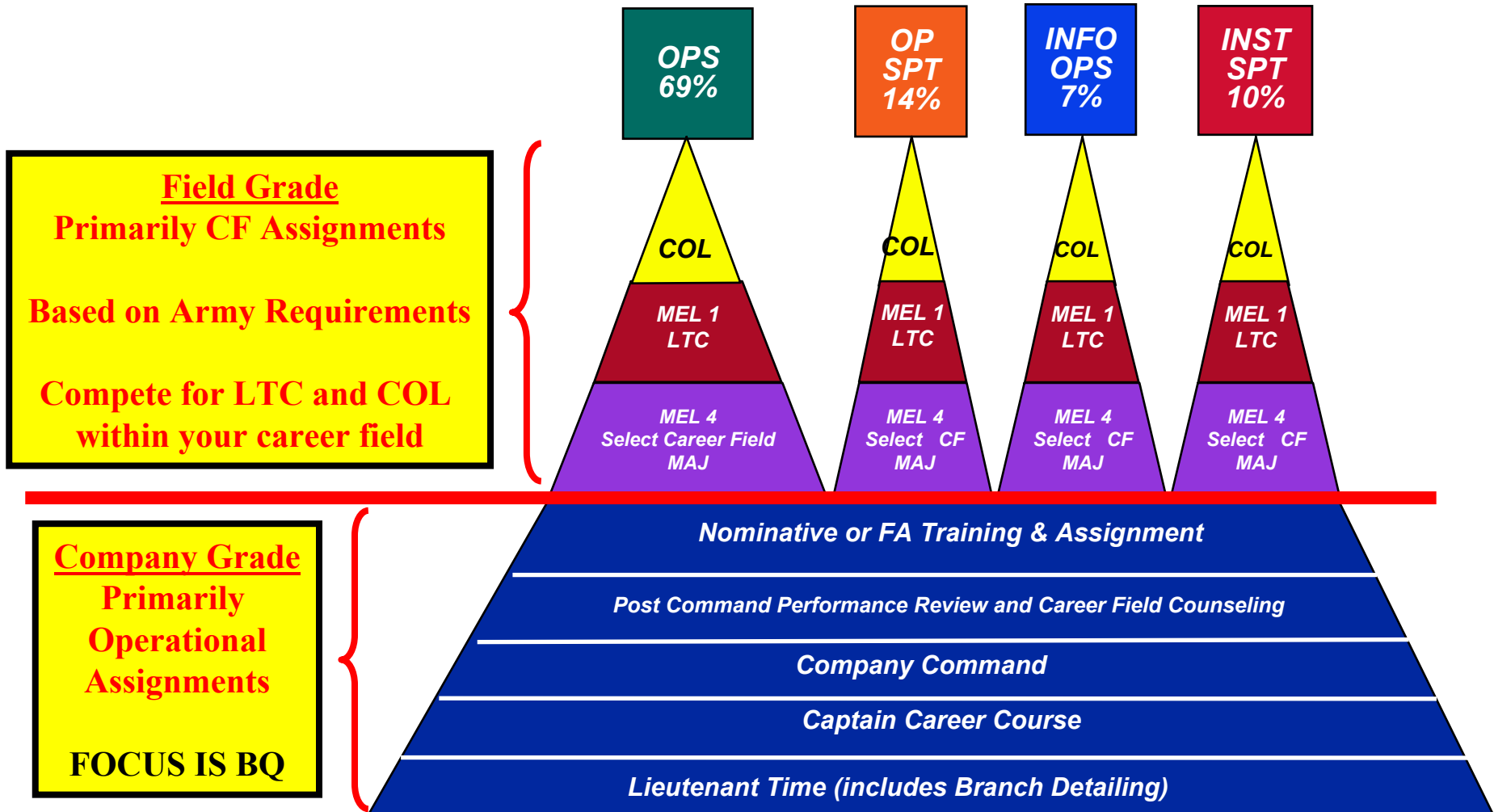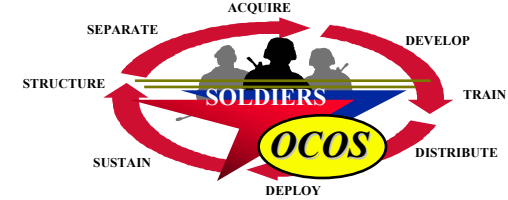
FOCUS:
- Tailored to the needs of the Objective Force Captain
- Hands-on, performance oriented
- Emphasis on adaptive battle staff training (Tactical Problem Solving) and Leadership
- Training & Training Management
- Full Spectrum Operations
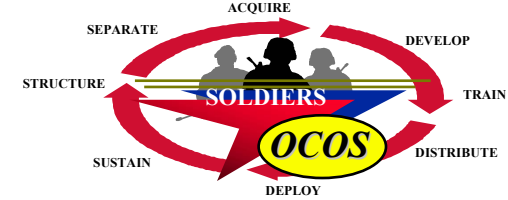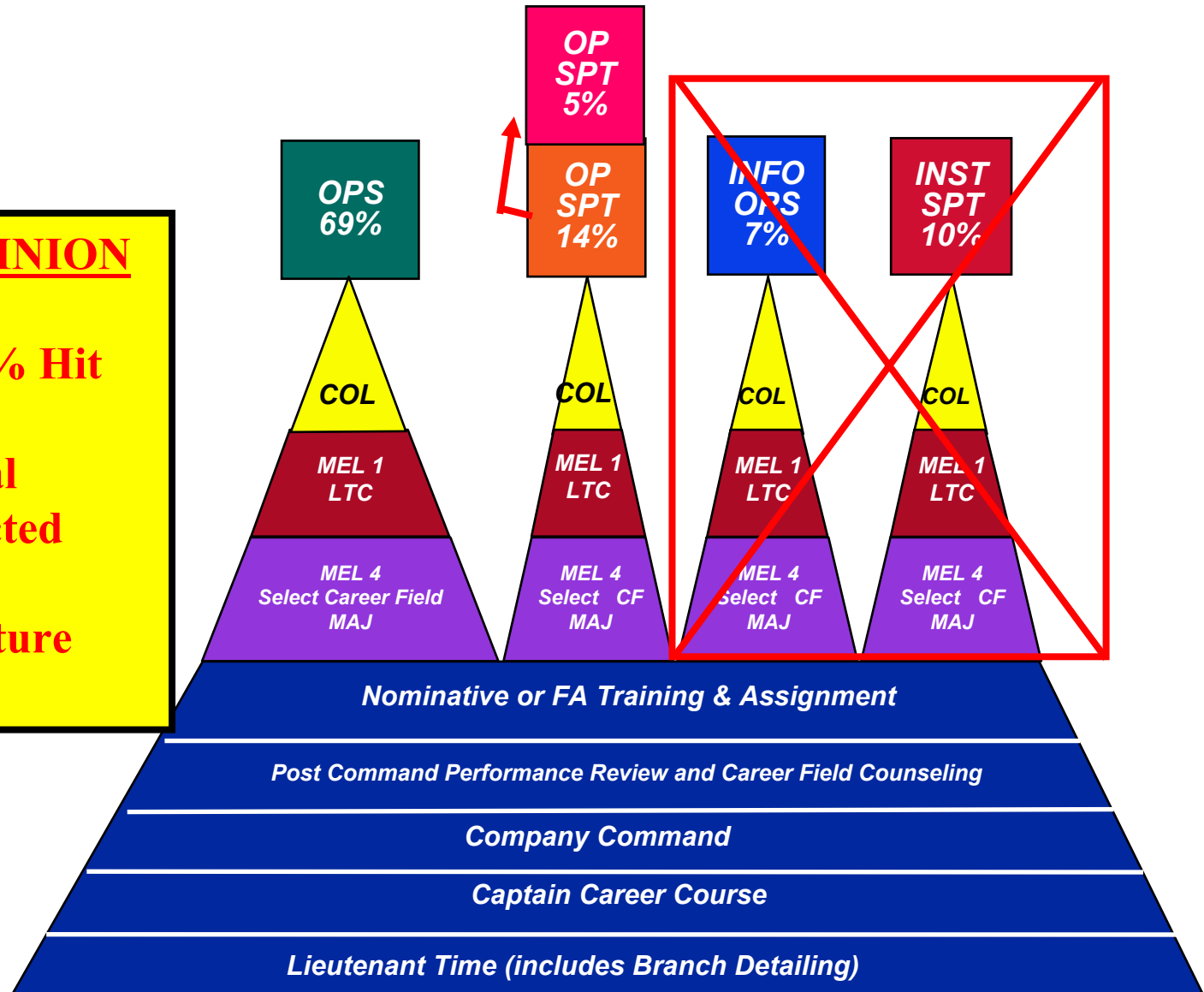- Resident and Distance Learning

OPMS III

Field Grade
Primarily CF Assignments

Based on Army Requirements

Compete for LTC and COL within your career field

Company Grade
Primarily Operational Assignments

FOCUS IS BQ

OPS 69%	OP SPT 14%	INFO OPS 7%	INST SPT 10%
COL	COL	COL	COL
MEL 1 LTC	MEL 1 LTC	MEL 1 LTC	MEL 1 LTC
MEL 4 Select Career Field MAJ	MEL 4 Select CF MAJ	MEL 4 Select CF MAJ	MEL 4 Select CF MAJ

Nominative or FA Training & Assignment

Post Command Performance Review and Career Field Counseling

Company Command

Captain Career Course

Lieutenant Time (includes Branch Detailing)

OPMS NEXT ?

ACQUIRE
SEPARATE
DEVELOP
STRUCTURE
SOLDIERS
TRAIN
OCOS
SUSTAIN
DISTRIBUTE
DEPLOY

PERSONAL OPINION

- **Take at least 25% Hit**

- **Most non-tactical positions contracted**

- **Change/Restructure OPMS**

OPS 69%	OP SPT 5% / OP SPT 14%	INFO OPS 7%	INST SPT 10%
COL	COL	COL	COL
MEL 1 LTC	MEL 1 LTC	MEL 1 LTC	MEL 1 LTC
MEL 4 Select Career Field MAJ	MEL 4 Select CF MAJ	MEL 4 Select CF MAJ	MEL 4 Select CF MAJ

Nominative or FA Training & Assignment

Post Command Performance Review and Career Field Counseling

Company Command

Captain Career Course

Lieutenant Time (includes Branch Detailing)

FUNCTIONAL AREA DESIGNATION (FAD)

FA 24

Telecommunications Systems Engineer AOC 24A

BR 25

Signal Operations AOC 25A

FA 53

Information Systems Management AOC 53A

Signal Proponent Functional Areas

ACQUIRE
SEPARATE DEVELOP
STRUCTURE SOLDIERS TRAIN
OCOS
SUSTAIN DISTRIBUTE
DEPLOY

- ## FA 24 Information Systems Engineer
  - Operationally based technical experts responsible for engineering the enterprise wide telecommunications, computer systems and networks.

- ## FA 53 Information Systems Management
  - Manages the development, integration and implementation of computer systems. Includes hardware, software, networks and applications.

Functional Area Training
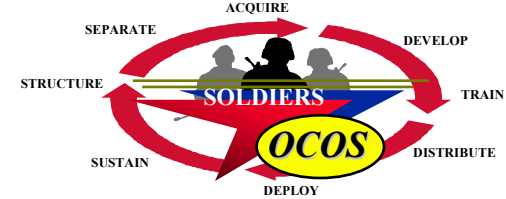
- **FA 24 Information Systems Engineer**
  - **Math and C-Programming**
  - **Telecom Systems Models**
  - **Data Communications & Switching**
  - **Information Assurance**
  - **Network Design, Operations, and Management**
  - **CISCO Academy**
- **FA 53 Information Systems Management**
  - **Networking & Tactical networking**
  - **Information System Security**
  - **Software**
  - **Programming & Database**
  - **CISCO Academy**

21

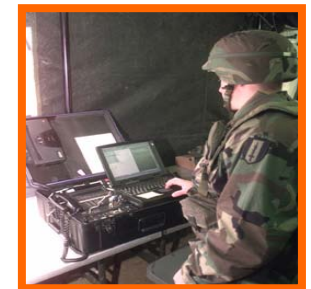# *Constructive Credit*
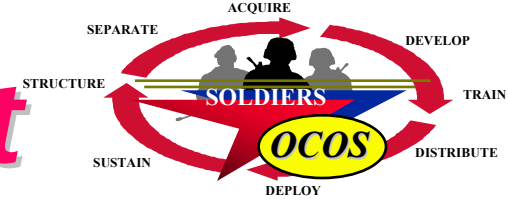
What We Look For:

- **FA Qualification Courses**

- **Master's Degree**

- **(Info Systems, Telecommunications, Computer engineering)**

- **Industry Certifications**

- **FA experience**

Additional Considerations:

- **Highlight qualifications not on ORB**

- **Working on a degree**

- **Industry certifications**

- **Job accomplishments**

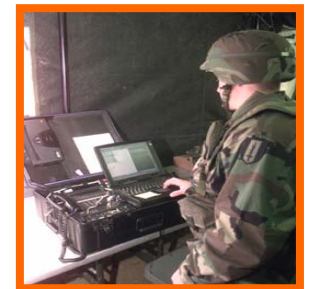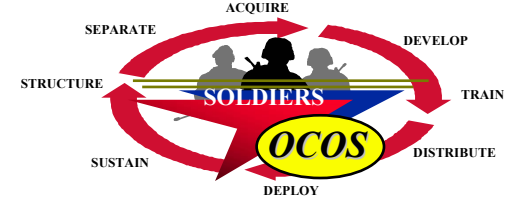- **Other experience/qualifications/considerations**

Constructive Credit

Before you submit your packet CALL ME

I will help you tailor your packet for successful consideration

MAJ Mike Sizemore, Officer Division, Office Chief of Signal (OCOS) ph: (706)791-8180; DSN 780-8180 Email: sizemoro@gordon.army.mil